

Chapter 2

THEORIES OF PERSONALITY

LEARNING OBJECTIVES

The Nature of Personality

1. Explain the concepts of personality and traits.
2. Describe the “Big Five” personality traits.
3. Discuss how the Big Five traits are related to important life outcomes.

Psychodynamic Perspectives

4. Describe Freud’s three components of personality and how they are distributed across levels of awareness.
5. Explain the importance of sexual and aggressive conflicts in Freud’s theory.
6. Describe eight defense mechanisms identified by Freud.
7. Outline Freud’s stages of psychosexual development and their theorized relations to adult personality.
8. Summarize Jung’s views on the unconscious.
9. Summarize Adler’s views on key issues relating to personality.
10. Evaluate the strengths and weaknesses of psychodynamic theories of personality.

Behavioral Perspectives

11. Describe Pavlov’s classical conditioning and its contribution to understanding personality.
12. Discuss how Skinner’s principles of operant conditioning can be applied to personality development.
13. Describe Bandura’s social cognitive theory and his concept of self-efficacy.
14. Evaluate the strengths and weaknesses of behavioral theories of personality.

Humanistic Perspectives

15. Discuss humanism as a school of thought in psychology.
16. Explain Rogers’s views on self-concept, development, and defensive behavior.
17. Describe Maslow’s hierarchy of needs, and summarize his findings on self-actualizing persons.
18. Evaluate the strengths and weaknesses of humanistic theories of personality.

Biological Perspectives

19. Describe Eysenck’s views on personality structure and development.
20. Summarize recent twin studies that support the idea that personality is largely inherited.
21. Summarize evolutionary analyses of why certain personality traits appear to be important.
22. Evaluate the strengths and weaknesses of biological theories of personality.

Contemporary Empirical Approaches to Personality

23. Describe the personality trait of sensation-seeking.
24. Summarize some of the correlates of high sensation-seeking.
25. Explain the chief concepts and hypotheses of terror management theory.
26. Describe how reminders of death influence people’s behavior.

Culture and Personality

27. Discuss whether the five-factor model has any relevance to non-Western cultures.
28. Explain how researchers have found both cross-cultural similarities and disparities in personality.
29. Summarize recent research on the accuracy of perceptions of national character.

APPLICATION: Assessing Your Personality

30. Explain the concepts of standardization, test norms, reliability, and validity.
31. Discuss the value and the limitations of self-report inventories.
32. Discuss the value and limitations of projective tests.
33. Analyze the emerging role of the Internet in personality testing.

LEARNING OBJECTIVES	Item Number
1. Explain the concepts of personality and traits.	1, 2, 3, 4, TF1
2. Describe the “Big Five” personality traits.	5, 6, 7, SG1, TF2, SA1
3. Discuss how the Big Five traits are related to important life outcomes.	8, 9
4. Describe Freud’s three components of personality and how they are distributed across levels of awareness.	10, 11, 12, 13, 14, 15, 16, 17, SG2, TF3, SA3
5. Explain the importance of sexual and aggressive conflicts in Freud’s theory.	18, 19, 20, SA3
6. Describe eight defense mechanisms identified by Freud.	21, 22, 23, 24, TF4, SA2, SA3
7. Outline Freud’s stages of psychosexual development and their theorized relations to adult personality.	25, 26, 27, 28, 29, TF5, SA3
8. Summarize Jung’s views on the unconscious.	30, 31, 32, TF6, SA3
9. Summarize Adler’s views on key issues relating to personality.	33, 34, 35, 36, SG3, SA3
10. Evaluate the strengths and weaknesses of psychodynamic theories of personality.	37, 38, TF7, SA3
11. Describe Pavlov’s classical conditioning and its contribution to understanding personality.	39, 40, 41, 42, 43, 44, 45, 46, 47, SG4, SA4
12. Discuss how Skinner’s principles of operant conditioning can be applied to personality development.	48, 49, 50, 51, 52, TF8, SA5, SA6
13. Describe Bandura’s social cognitive theory and his concept of self-efficacy.	53, 54, 55, SG5, TF9, SA7
14. Evaluate the strengths and weaknesses of behavioral theories of personality.	56, 57, TF10
15. Discuss humanism as a school of thought in psychology.	58, 59, 60, 61
16. Explain Rogers’s views on self-concept, development, and defensive behavior.	62, 63, 64, SG6, SA8
17. Describe Maslow’s hierarchy of needs, and summarize his findings on self-actualizing persons.	65, 66, 67, 68, 69, 70, 71, 72, 73, SG7
18. Evaluate the strengths and weaknesses of humanistic theories of personality.	74, 75, SA9
19. Describe Eysenck’s views on personality structure and development.	76, 77, SG8
20. Summarize recent twin studies that support the idea that personality is largely inherited.	78, 79, 80, 81, 82
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23. Describe the personality trait of high sensation-seeking.	86, 87
24. Summarize some of the correlates of high sensation-seeking.	88, 89
25. Explain the chief concepts and hypotheses of terror management theory.	90, 91, SG9
26. Describe how reminders of death influence people’s behavior.	92, 93
27. Discuss whether the five-factor model has any relevance to non-Western cultures.	94

28.	Explain how researchers have found both cross-cultural similarities and disparities in personality.	95
29.	Summarize recent research on the accuracy of perceptions of national character.	96, 97
30.	Explain the concepts of standardization, test norms, reliability, and validity.	98, 99, 100, 101, 102, 103
31.	Discuss the value and the limitations of self-report inventories.	104, 105, SA10
32.	Discuss the value and limitations of projective tests.	106, 107, SG10, SA10
33.	Analyze the emerging role of the Internet in personality testing.	108, 109

Key: Multiple-Choice question numbers appear first, followed by Study Guide question numbers (SG), True/False (TF), and Short Answer (SA).

MULTIPLE CHOICE

1. Which of the following ideas lies at the core of the concept of personality?
- a. Being true to oneself
 - b. Traits shared with others
 - c. Consistency across situations
 - d. Being able to adjust to different situations

ANS: c REF: 33
OBJ: 1 KEY: Factual DIF: Easy

2. Which of the following ideas is NOT central to the concept of personality?
- a. Consistency across situations
 - b. Traits that are shared with others
 - c. Distinctiveness of an individual
 - d. A unique collection of traits possessed by an individual

ANS: b REF: 33 MSC: WWW
OBJ: 1 KEY: Factual DIF: Easy

3. _____ refers to an individual's unique constellation of consistent behavioral traits.
- a. Cognition
 - b. Personality
 - c. Consistency
 - d. Distinctiveness

ANS: b REF: 34
OBJ: 1 KEY: Conceptual DIF: Easy

4. “Impulsive,” “moody,” and “friendly” are all adjectives that can be used to represent
- a. personality theories.
 - b. personality traits.
 - c. personality tests.
 - d. social situations.

ANS: b REF: 34
OBJ: 1 KEY: Conceptual DIF: Easy

5. Sue’s friends say that she is sympathetic, trusting, cooperative, and straightforward. Which of the following “Big Five” traits would best describe her?
- a. Neuroticism
 - b. Extraversion
 - c. Agreeableness
 - d. Conscientiousness

ANS: c REF: 34
OBJ: 2 KEY: Conceptual DIF: Moderate

6. Eric studies three hours per day, five days a week. He only misses school when he is sick and is almost never late for class. On which of the following “Big Five” traits would he likely receive a high score?
- a. Neuroticism
 - b. Extraversion
 - c. Agreeableness
 - d. Conscientiousness

ANS: d REF: 34 MSC: WWW
OBJ: 2 KEY: Conceptual DIF: Moderate

7. Which of the following are “Big Five” traits?
- a. Neuroticism and intelligence
 - b. Openness to experience and intelligence
 - c. Neuroticism and openness to experience
 - d. Neuroticism, openness to experience, and fortitude

ANS: c REF: 33-34 NOT: New
OBJ: 2 KEY: Factual DIF: Moderate

8. Research on the Big Five and life outcomes indicates
- a. higher conscientiousness is correlated with higher college grades.
 - b. extraversion is a negative predictor of career success.
 - c. neuroticism is unrelated to divorce probability.
 - d. conscientiousness is correlated with more illness in life.

ANS: a REF: 34-35 NOT: New
OBJ: 3 KEY: Factual DIF: Difficult

9. Which of the following statements is NOT true according to Big Five research?
- a. Conscientiousness is a positive predictor of longer life.
 - b. Conscientiousness is a positive predictor of career success.
 - c. Neuroticism is a positive predictor of career success.
 - d. Neuroticism is a positive predictor of mental disorders.

ANS: c REF: 35 NOT: New
OBJ: 3 KEY: Factual DIF: Moderate

10. All psychodynamic theories stem from the work of
- a. Jung.
 - b. Adler.
 - c. Freud.
 - d. Rogers.

ANS: c REF: 35 DIF: Easy
OBJ: 4 KEY: Factual

11. Which of the following is NOT considered to be a psychodynamic theory of personality?
- a. Adler's individual psychology
 - b. Jung's analytical psychology
 - c. Freud's theory of psychoanalysis
 - d. Rogers' client-centered psychology

ANS: d REF: 35
OBJ: 4 KEY: Factual DIF: Easy

12. Psychodynamic theories of personality tend to focus on
- a. a set of basic personality traits.
 - b. unconscious mental processes.
 - c. the unique qualities of human beings.
 - d. reward and punishment as primary forces in personality.

ANS: b REF: 35 MSC: WWW
OBJ: 4 KEY: Factual DIF: Easy

13. In psychoanalytic theory, the personality component that operates according to the pleasure principle is the
- a. id.
 - b. ego.
 - c. superego.
 - d. superid.

ANS: a REF: 36
OBJ: 4 KEY: Factual DIF: Easy

14. The moral component of personality, according to Freud, is represented by the
- a. id.
 - b. ego.
 - c. superego.
 - d. superid.

ANS: c REF: 36
OBJ: 4 KEY: Factual DIF: Easy

15. Which of the following is NOT one of the three levels of awareness proposed by Freud?
- a. Conscious
 - b. Unconscious
 - c. Preconscious
 - d. Collective unconscious

ANS: d REF: 36-37
OBJ: 4 KEY: Factual DIF: Moderate

16. According to Freud, the _____ contains thoughts and feelings that are just below the surface of awareness.
- a. id
 - b. libido
 - c. preconscious
 - d. collective unconscious

ANS: c REF: 36-37
OBJ: 4 KEY: Factual DIF: Moderate

17. Which of the following is listed as one of the controversial issues related to Freud's theory?
- a. Freud asserted that people are masters of their own mind.
 - b. Freud asserted that people are masters of their own destiny.
 - c. Freud asserted that personalities are shaped by how people cope with sexual urges.
 - d. Freud asserted that children require complete, unconditional positive regard from parents to grow up mentally healthy.

ANS: c REF: 36 NOT: New
OBJ: 4 KEY: Factual DIF: Moderate

18. According to Freud, internal conflict among the id, ego, and superego
- a. is routine.
 - b. is relatively rare.
 - c. occurs only in individuals with extreme anxiety.
 - d. can be managed only through psychotherapy.

ANS: a REF: 37 MSC: WWW
OBJ: 5 KEY: Factual DIF: Moderate

19. Central to the Freudian conceptualization of personality is
- a. the effect of reward and punishment.
 - b. striving for superiority.
 - c. how people cope with their own sexual and aggressive urges.
 - d. the need to self-actualize.

ANS: c REF: 37
OBJ: 5 KEY: Factual DIF: Moderate

20. According to Freud, conflicts centering on _____ and _____ impulses are especially likely to have far-reaching consequences.
- a. sexual; death
 - b. power; death
 - c. sexual; aggressive
 - d. aggressive; achievement

ANS: c REF: 37
OBJ: 5 KEY: Factual DIF: Easy

21. You're feeling guilty after your third bowl of ice cream. You tell yourself it's alright because yesterday you skipped lunch. This is an example of
- conceptualization.
 - rationalization.
 - displacement.
 - identification.

ANS: b REF: 38
OBJ: 6 KEY: Conceptual DIF: Easy

22. A witness to a brutal murder has trouble remembering any details of the crime. According to Freud, which defense mechanism is at work in this example?
- Projection
 - Reaction formation
 - Regression
 - Repression

ANS: d REF: 38
OBJ: 6 KEY: Conceptual DIF: Easy

23. Attributing your own thoughts, feelings, or motives to others to ward off anxiety or guilt is called
- regression.
 - displacement.
 - projection.
 - reaction formation.

ANS: c REF: 38
OBJ: 6 KEY: Conceptual DIF: Moderate

24. Two months ago, your best friend did not win a major scholarship that she had been counting on to help pay for graduate school. Now she is always fighting with you, her boyfriend, and her roommates. She is most likely using the defense mechanism called
- regression.
 - displacement.
 - projection.
 - identification.

ANS: b REF: 39
OBJ: 6 KEY: Conceptual DIF: Moderate

25. In psychoanalytic theory, failure to move forward from one developmental stage to another is called
- extinction.
 - regression.
 - inertia.
 - fixation.

ANS: d REF: 40
OBJ: 7 KEY: Factual DIF: Easy

26. Which of the following is the correct order of Freud's psychosexual stages?
- a. Anal, oral, phallic, genital, latency
 - b. Phallic, anal, oral, latency, genital
 - c. Oral, genital, phallic, anal, latency
 - d. Oral, anal, phallic, latency, genital

ANS: d REF: 40
OBJ: 7 KEY: Factual DIF: Moderate

27. According to Freud, a newborn baby is in the _____ stage of psychosexual development.
- a. anal
 - b. latency
 - c. oral
 - d. phallic

ANS: c REF: 40
OBJ: 7 KEY: Factual DIF: Easy

28. According to Freud, in order to achieve healthy development, a child in the phallic stage must resolve the Oedipal complex and learn to _____ the same sex parent.
- a. annoy
 - b. be fearful of
 - c. deceive
 - d. identify with

ANS: d REF: 40 MSC: WWW
OBJ: 7 KEY: Factual DIF: Moderate

29. Jan is a very dependent and clingy individual who relies on obsessive eating and smoking to cope with her problems. According to Freud, Jan is suffering from fixation in the _____ stage.
- a. phallic stage.
 - b. oral stage.
 - c. anal stage.
 - d. genital stage.

ANS: b REF: 40
OBJ: 7 KEY: Conceptual DIF: Easy

30. Carl Jung proposed that the unconscious consists of two layers, the _____ and the _____.
- a. preconscious; subconscious
 - b. personal unconscious; collective unconscious
 - c. personal unconscious; universal preconscious
 - d. individual archetype; collective archetype

ANS: b REF: 41
OBJ: 8 KEY: Factual DIF: Moderate

31. According to Jung, the collective unconscious is a storehouse of latent memory traces inherited from people's ancestral past, which is
- a. unique to each individual.
 - b. shared with the entire human race.
 - c. shared with one's blood relatives.
 - d. accessible only through free association.

ANS: b REF: 41-42
OBJ: 8 KEY: Factual DIF: Easy

32. One idea from Jung's personality theory that has been incorporated into mainstream modern psychology is the notion of
- a. archetypes.
 - b. mnemonics.
 - c. collective unconscious.
 - d. introversion/extraversion.

ANS: d REF: 42 MSC: WWW
OBJ: 8 KEY: Factual DIF: Difficult

33. According to Adler, _____ involves efforts to overcome imagined or real inferiorities by developing one's abilities.
- a. introversion
 - b. compensation
 - c. reaction formation
 - d. individual psychology

ANS: b REF: 42
OBJ: 9 KEY: Factual DIF: Easy

34. John is always putting himself down and expressing doubts in his own abilities. According to Adler, John may have a(n)
- a. inferiority complex.
 - b. Oedipal complex.
 - c. fixation at the oral stage of development.
 - d. underdeveloped social interest.

ANS: a REF: 42
OBJ: 9 KEY: Conceptual DIF: Easy

35. Alfred Adler emphasized the _____ context of personality development.
- a. cognitive
 - b. emotional
 - c. sexual
 - d. social

ANS: d REF: 43
OBJ: 9 KEY: Factual DIF: Moderate

36. Adler's theory stimulated hundreds of studies on the effect of _____. Although these studies generally failed to find support for their hypotheses, more recent family environment studies focusing on the Big Five traits have found some support.

- a. birth order
- b. reinforcement histories
- c. primary processes
- d. self-actualization

ANS: a REF: 43
OBJ: 9 KEY: Factual DIF: Moderate

37. Which of the following notions is NOT considered one of the major contributions of psychoanalytic theory?

- a. Role of childhood experiences in influencing adult personality
- b. Role of internal conflict in generating psychological distress
- c. Influence of reinforcement in maintaining specific behaviors
- d. Importance of unconscious motivation in influencing behavior

ANS: c REF: 43
OBJ: 10 KEY: Factual DIF: Moderate

38. Critics have described the psychodynamic perspective as

- a. biased against females, empirically testable, and overemphasizing unconscious desires.
- b. empirically untestable, but not biased against females.
- c. biased against females and empirically untestable.
- d. biased against females, empirically untestable, and overemphasizing unconscious desires.

ANS: c REF: 43
OBJ: 10 KEY: Factual DIF: Difficult

39. Which of the following theoretical orientations asserts that scientific psychology should focus on the study of observable behavior?

- a. Humanism
- b. Behaviorism
- c. Psychoanalysis
- d. Structuralism

ANS: b REF: 43
OBJ: 11 KEY: Factual DIF: Easy

40. Which of the following individuals is generally recognized for initiating the development of behaviorism?

- a. John B. Watson
- b. Alfred Adler
- c. Albert Bandura
- d. Hans Eysenck

ANS: a REF: 43 MSC: WWW
OBJ: 11 KEY: Factual DIF: Easy

41. Which of the following is a behaviorist definition of personality?
- a. A collection of response tendencies that arise in various stimulus situations
 - b. An individual's striving for superiority
 - c. A person's durable dispositions that arise in a variety of situations
 - d. The nature of a person's mental processes

ANS: a REF: 44
OBJ: 11 KEY: Factual DIF: Moderate

42. Which of the following individuals is credited with discovering classical conditioning?
- a. Carl Rogers
 - b. Ivan Pavlov
 - c. Sigmund Freud
 - d. Abraham Maslow

ANS: b REF: 44
OBJ: 11 KEY: Factual DIF: Easy

43. An originally neutral stimulus that acquires the capacity to elicit a conditioned response is called a(n)
- a. unconditioned stimulus.
 - b. conditioned stimulus.
 - c. response-bound stimulus.
 - d. association-positive stimulus.

ANS: b REF: 45
OBJ: 11 KEY: Factual DIF: Moderate

44. In classical conditioning, the unconditioned response is a(n) _____ reaction to an unconditioned stimulus.
- a. learned
 - b. unlearned
 - c. neutral
 - d. shaped

ANS: b REF: 44 MSC: WWW NOT: New
OBJ: 11 KEY: Factual DIF: Easy

45. Which one of the following types of learned behavior is most likely to be governed by classical conditioning?
- a. Anxieties
 - b. Phobias
 - c. Maladaptive emotional reactions
 - d. All of the above

ANS: b REF: 45 NOT: New
OBJ: 11 KEY: Factual DIF: Moderate

46. Getting hungry upon hearing the advertising tune for a fast-food chain is an example of _____ conditioning.
- a. operant
 - b. social
 - c. classical
 - d. emotional

ANS: c REF: 45-46
OBJ: 11 KEY: Conceptual DIF: Easy

47. According to the principles of classical conditioning, the consistent presentation of the CS alone, without the UCS, is likely to lead to which of the following?
- a. Extinction
 - b. Recovery
 - c. Transference
 - d. Negative reinforcement

ANS: a REF: 46
OBJ: 11 KEY: Factual DIF: Easy

48. _____ refers to the process of learning as one experiences the consequences of voluntary actions.
- a. Operant conditioning
 - b. Classical conditioning
 - c. Social learning
 - d. Extinction

ANS: a REF: 46
OBJ: 12 KEY: Factual DIF: Easy

49. Working hard to sell the most widgets for your employer in order to earn a bonus and paid vacation is behavior that is shaped by the prospect of _____.
- a. primary reinforcement.
 - b. negative reinforcement.
 - c. positive reinforcement.
 - d. punishment.

ANS: c REF: 46 NOT: New
OBJ: 12 KEY: Conceptual DIF: Moderate

50. If you clean your room to put an end to your father's incessant nagging on the subject, your room-cleaning response has been _____.
- a. extinguished.
 - b. discriminated.
 - c. positively reinforced.
 - d. negatively reinforced.

ANS: d REF: 47 MSC: WWW
OBJ: 12 KEY: Conceptual DIF: Moderate

51. The strengthening of a response leading to the removal of an unpleasant stimulus is
- positive reinforcement.
 - negative reinforcement.
 - punishment.
 - extinction.

ANS: b REF: 47
OBJ: 12 KEY: Factual DIF: Easy

52. Attempting to weaken a response by presenting a noxious or aversive stimulus after that response is called
- punishment.
 - classical conditioning.
 - extinction.
 - negative reinforcement.

ANS: a REF: 47
OBJ: 12 KEY: Factual DIF: Easy

53. Albert Bandura differed from other behaviorists in that he gave an important role to _____ in influencing human behavior.
- reflexes
 - cognition
 - consequences
 - punishments

ANS: b REF: 48
OBJ: 13 KEY: Factual DIF: Easy

54. The idea that people are active participants in their learning is the core of
- learning reinforcement.
 - conditioning theory.
 - social cognitive theory.
 - accidental learning.

ANS: c REF: 48 NOT: New
OBJ: 13 KEY: Conceptual DIF: Easy

55. One's belief about one's ability to perform behaviors that should lead to expected outcomes is called
- self-concept.
 - self-actualization.
 - self-confidence.
 - self-efficacy.

ANS: d REF: 49
OBJ: 13 KEY: Factual DIF: Moderate

56. Behaviorists have provided the most thorough account of why people
- a. are only moderately consistent in their behavior.
 - b. become fixated at particular stages of development.
 - c. are not influenced by the consequences of their behavior.
 - d. tend to react with aggression when they are frustrated.

ANS: a REF: 50
OBJ: 14 KEY: Factual DIF: Moderate

57. One criticism of the behavioral approach in the past is that
- a. cognition is not directly observable behavior.
 - b. it focused too much on the unconscious.
 - c. there was no scientific basis.
 - d. there was too much research on people instead of other animals.

ANS: a REF: 50
OBJ: 14 KEY: Factual DIF: Easy

58. Humanistic theory emerged in the 1950s as a(n) _____ behavioral and psychodynamic theories.
- a. complement to
 - b. elaboration on
 - c. backlash against
 - d. supplement to

ANS: c REF: 51
OBJ: 15 KEY: Factual DIF: Easy

59. Humanism is a theoretical orientation that
- a. regards human personality as a collection of response tendencies.
 - b. views self-efficacy as the ultimate goal of personality development.
 - c. sees personality as resulting mainly from observation of others.
 - d. emphasizes unique human qualities such as free will and growth potential.

ANS: d REF: 51
OBJ: 15 KEY: Factual DIF: Easy

60. Humanistic psychologists' major charge against the behaviorist and psychodynamic theories was that these models were
- a. based on personal growth.
 - b. unscientific.
 - c. dehumanizing.
 - d. too optimistic.

ANS: c REF: 51 MSC: WWW
OBJ: 15 KEY: Conceptual DIF: Easy

61. Which of the following is NOT an assumption underlying the humanistic approach to personality?
- a. Human nature includes an innate drive toward personal growth.
 - b. Humans are largely conscious and rational beings.
 - c. Individuals have the freedom to chart their courses of action.
 - d. People tend to engage in behaviors that have been rewarded in the past.

ANS: d REF: 51
OBJ: 15 KEY: Conceptual DIF: Moderate

62. Which of the following individuals based his theory on the importance of the self-concept?
- a. Abraham Maslow
 - b. Carl Rogers
 - c. Sigmund Freud
 - d. Hans Eysenck

ANS: b REF: 51
OBJ: 16 KEY: Factual DIF: Moderate

61. According to Rogers, one's self-concept
- a. is unchangeable.
 - b. may be inaccurate.
 - c. tends to be congruent with reality.
 - d. is a product of classical conditioning.

ANS: b REF: 52
OBJ: 16 KEY: Factual DIF: Moderate

63. Daniel feels that he is not living up to his own best image of the person he would like to be. He experiences upset due to a sense of
- a. conditional love.
 - b. observational distress.
 - c. incongruence.
 - d. self-efficacy.

ANS: c REF: 51
OBJ: 16 KEY: Conceptual DIF: Difficult

64. Rogers emphasized a person's subjective point of view he called
- a. person-centered.
 - b. incongruence.
 - c. self-concept.
 - d. self-actualization.

ANS: a REF: 51
OBJ: 16 KEY: Factual DIF: Easy

65. The humanistic theorist who emphasized the need for self-actualization and the hierarchical organization of needs was
- a. J.B. Watson.
 - b. B.F. Skinner.
 - c. Alfred Adler.
 - d. Abraham Maslow.

ANS: d REF: 53
OBJ: 17 KEY: Factual DIF: Moderate

66. Which of the following is least closely associated with Maslow's theory of personality?
- a. Notion of self-actualization
 - b. Hierarchy of needs
 - c. Humans' innate need for personal growth
 - d. Distinction between introversion and extraversion

ANS: d REF: 53-54
OBJ: 17 KEY: Conceptual DIF: Moderate

67. In contrast to the Freudian model, Maslow believed that psychology should take a greater interest in the _____ personality.
- a. conscious
 - b. unconscious
 - c. healthy
 - d. unhealthy

ANS: c REF: 53
OBJ: 17 KEY: Factual DIF: Easy

68. Maslow's hierarchy of needs is based on the idea that
- a. many drives are learned through observation.
 - b. perceived needs are a function of self-concept.
 - c. some needs are more basic than others.
 - d. most needs are a reaction to unconscious anxiety.

ANS: c REF: 53
OBJ: 17 KEY: Conceptual DIF: Moderate

69. According to Maslow, which of the following categories of needs must be met first?
- a. Esteem
 - b. Love
 - c. Physiological
 - d. Safety

ANS: c REF: 53
OBJ: 17 KEY: Conceptual DIF: Moderate

70. According to Maslow, our need to fulfill our potential is called
- aesthetic need.
 - primary need.
 - self-actualization.
 - self-esteem.

ANS: c REF: 53 MSC: WWW
OBJ: 17 KEY: Factual DIF: Moderate

71. Which of the following was NOT described by Maslow as one of the characteristics of a self-actualizing person?
- Autonomous
 - Problem-centering
 - Self-centered
 - Spontaneous

ANS: c REF: 54
OBJ: 17 KEY: Factual DIF: Moderate

72. According to Maslow, the self-actualizing person is characterized by
- spontaneity.
 - freshness of appreciation.
 - peak experiences.
 - all of these.

ANS: d REF: 54
OBJ: 17 KEY: Factual DIF: Difficult

73. According to Maslow, self-actualized people
- always depend on other people and feel a sense of kinship with the human race.
 - always depend on other people and maintain a balance between polarities.
 - maintain a balance between polarities and feel a sense of kinship with the human race.
 - depend on others, maintain a balance, and feel a sense of kinship with the human race.

ANS: c REF: 54
OBJ: 17 KEY: Factual DIF: Difficult

74. Which of the following is one of the significant contributions of humanistic theory?
- Importance of one's subjective views
 - More attention to psychological health
 - More attention to self-concept
 - All of these are important contributions.

ANS: d REF: 54
OBJ: 18 KEY: Conceptual DIF: Moderate

75. Humanistic theory has been criticized for
- a. poor testability of hypotheses.
 - b. inadequate evidence.
 - c. an unrealistic view of human nature.
 - d. all of these.

ANS: d REF: 55 MSC: WWW
OBJ: 18 KEY: Factual DIF: Moderate

76. Which of the following psychologists said "personality is determined to a large extent by a person's genes"?
- a. Hans Eysenck
 - b. Raymond Cattell
 - c. Abraham Maslow
 - d. Albert Bandura

ANS: a REF: 56
OBJ: 19 KEY: Factual DIF: Moderate

77. Which of the following traits has been of particular interest to Eysenck?
- a. Intelligence
 - b. Autonomic reactivity
 - c. Conscientiousness
 - d. Extraversion-introversion

ANS: d REF: 56
OBJ: 19 KEY: Factual DIF: Difficult

78. The area of psychological research that attempts to trace the hereditary influences on personality is called
- a. social learning.
 - b. psychoanalysis.
 - c. behaviorism.
 - d. behavioral genetics.

ANS: d REF: 56
OBJ: 20 KEY: Factual DIF: Moderate

79. Twin studies allow researchers to assess hereditary influences, in part, because
- a. genetic overlap for fraternal twins is greater than for non-twin siblings.
 - b. twins are usually motivated to act similarly.
 - c. genetic overlap is 100% for identical twins, 50% for fraternal twins.
 - d. environmental influences are eliminated in twin studies.

ANS: c REF: 57
OBJ: 20 KEY: Factual DIF: Moderate

80. _____ is an estimate of the proportion of trait variability within a population that is determined by differences in genetic inheritance.
- a. The inheritance ratio
 - b. The heritability ratio
 - c. The behaviorally genetic percentage
 - d. The genetic coefficient

ANS: b REF: 57
OBJ: 20 KEY: Factual DIF: Difficult

81. Results of twin studies have supported Eysenck's theory that personality is largely inherited by showing that
- a. environment has less effect on personality than heredity.
 - b. identical twins are more similar in personality than fraternal twins.
 - c. fraternal twins reared together are as similar as identical twins reared apart.
 - d. parent and offspring are more similar than parent and spouse.

ANS: b REF: 57
OBJ: 20 KEY: Conceptual DIF: Difficult

82. Twin studies discussed in your text suggest that genes account for about _____ of peoples' variation in personality.
- a. 15%
 - b. 25%
 - c. 50%
 - d. 75%

ANS: c REF: 57 MSC: WWW
OBJ: 20 KEY: Factual DIF: Easy

83. Evolutionary psychologists like David Buss have argued that the "Big Five" personality traits exist across a variety of cultures because these traits
- a. tend to be reinforced as societal norms.
 - b. have had significant adaptive implications.
 - c. are the ones most likely to be classically conditioned.
 - d. help each individual evolve to his/her greatest potential.

ANS: b REF: 58
OBJ: 21 KEY: Factual DIF: Moderate

84. Which of the following does the textbook cite as a weakness of biological approaches to personality?
- a. Lack of adequate theory
 - b. Foresight bias
 - c. Too much environmental influence
 - d. Lack of attention to the role of conditioning in personality

ANS: a REF: 58
OBJ: 22 KEY: Factual DIF: Moderate

85. John molds his interpretation of his past dating to fit how the relationship turned out. This is a common tendency called
- hindsight bias.
 - hereditary influence.
 - an inadequate theory.
 - wishful thinking.

ANS: b REF: 58 NOT: New
OBJ: 22 KEY: Conceptual DIF: Difficult

86. Brianne likes to explore new experiences and has recently taken up mountain climbing. She is likely to have a high score on Zuckerman's scale to measure
- thrill-seeking.
 - anti-boredom.
 - self-actualization.
 - sensation-seeking.

ANS: d REF: 59 NOT: New
OBJ: 23 KEY: Conceptual DIF: Moderate

87. Spouses tend to be similar in sensation-seeking levels. Zuckerman's theory posits that spouses who are very high and very low in sensation-seeking
- should have children to keep them together.
 - may have difficulty understanding each other.
 - will be able to find mutually enjoyable activities.
 - none of these.

ANS: b REF: 59 NOT: New
OBJ: 23 KEY: Factual DIF: Difficult

88. High sensation-seekers are more likely to
- smoke and drink less than average.
 - drive carefully.
 - take less risks outside of sports.
 - have unprotected sex.

ANS: d REF: 60 NOT: New
OBJ: 24 KEY: Factual DIF: Moderate

89. High sensation-seeking is probably a(n) _____ behavior.
- adaptive
 - narcissistic
 - maladaptive
 - survival

ANS: c REF: 60 NOT: New
OBJ: 24 KEY: Conceptual DIF: Moderate

90. One of the chief goals of terror management theory is to explain why people need
- a. death anxiety.
 - b. self-esteem.
 - c. contact comfort.
 - d. defense mechanisms.

ANS: b REF: 61
OBJ: 25 KEY: Factual DIF: Moderate

91. According to terror management theory, cultural worldviews diminish anxiety by
- a. providing answers to universal, existential questions.
 - b. masking the inevitability of death.
 - c. providing distractions.
 - d. removing the need for religious faith.

ANS: a REF: 61
OBJ: 25 KEY: Factual DIF: Moderate

92. According to terror management theory, the increase in patriotism following the terrorist attack in New York on September 11 might be associated with
- a. an increase in depression.
 - b. a reaction formation.
 - c. adaptation.
 - d. increasing mortality salience.

ANS: d REF: 62
OBJ: 26 KEY: Conceptual DIF: Moderate

93. It has been theorized that increased awareness of death, called mortality salience, leads people to
- a. give larger rewards to people who uphold cultural standards.
 - b. show respect for cultural icons, such as flags.
 - c. have harsher penalties to those who break moral cultural traditions.
 - d. all of these.

ANS: d REF: 62 NOT: New
OBJ: 26 KEY: Factual DIF: Moderate

94. The five-factor model _____ in non-Western cultures.
- a. has been studied exhaustively
 - b. has no meaning
 - c. applies with some differences
 - d. should never be used

ANS: c REF: 63
OBJ: 27 KEY: Factual DIF: Easy

95. While no single, dominant personality profile has been found in each culture, cross-cultural comparisons have shown
- continuity of trait structure.
 - discontinuity of trait structure.
 - all cultures score highest in neuroticism.
 - there are no differences between cultures.

ANS: a REF: 63 MSC: WWW
OBJ: 28 KEY: Factual DIF: Moderate

96. Cross-cultural research into national character using the five-factor model indicates that
- people accurately judge others based on national character.
 - people's beliefs about national character are usually inaccurate stereotypes.
 - Canadians are more agreeable than people think.
 - there is a high correlation between stereotypes and data from real individuals.

ANS: b REF: 63
OBJ: 29 KEY: Conceptual DIF: Moderate

97. When English language personality scales are translated and administered in other cultures, the Big Five personality traits
- do not apply.
 - apply only to Germans and Czechs.
 - apply only to Brazilians and Malaysians.
 - usually emerge.

ANS: d REF: 63 NOT: New
OBJ: 29 KEY: Factual DIF: Moderate

98. Most psychological tests can be placed in one of two broad categories:
- IQ tests and attitude tests.
 - aptitude tests and achievement tests.
 - mental ability tests and personality tests.
 - projective tests and standardized tests.

ANS: c REF: 64
OBJ: 30 KEY: Factual DIF: Moderate

99. In psychological testing, "standardization" means that
- a test can be administered in many different ways.
 - the test has a normative base.
 - subjects are expected to reach a certain standard of achievement on a test.
 - uniform procedures are used in administration and scoring of tests.

ANS: d REF: 64
OBJ: 27 KEY: Conceptual DIF: Easy

100. Test norms provide information about
- what is normal for a particular trait.
 - how many people have taken the test previously.
 - where a score ranks in relation to other scores.
 - the "best" or most desirable scores on a test.

ANS: c REF: 64
OBJ: 30 KEY: Factual DIF: Moderate

101. If the results of a psychological test are consistent across repeated measurements, then the test is said to be
- valid.
 - reliable.
 - standardized.
 - statistically significant.

ANS: b REF: 65
OBJ: 30 KEY: Factual DIF: Easy

102. Susie scored a 105 on an online test claiming to measure intelligence. One week later, she took the same online test and earned a score of 107. Three weeks later she took it again and earned 103. These scores indicate that the online test is
- valid.
 - standardized.
 - reliable.
 - projective.

ANS: c REF: 65 MSC: WWW
OBJ: 30 KEY: Conceptual DIF: Difficult

103. If a psychological test is found to measure the quality or construct that it was designed to measure, then it is a _____ assessment tool.
- valid
 - reliable
 - standardized
 - statistically significant

ANS: a REF: 65
OBJ: 30 KEY: Conceptual DIF: Easy

104. The vast majority of personality tests take the form of
- self-report inventories.
 - projective techniques.
 - attitude inventories.
 - achievement tests.

ANS: a REF: 65
OBJ: 31 KEY: Factual DIF: Moderate

105. One of the strengths of self-report inventories is that they
- allow for comparing one's behavior with others' behavior.
 - take into account the influence of social desirability.
 - minimize unconscious distortion by respondents.
 - are good at detecting deliberate deception.

ANS: a REF: 66
OBJ: 31 KEY: Factual DIF: Difficult

106. _____ test requires people to respond to ambiguous stimuli. Inferences about needs, emotions, and personality traits are drawn from the responses.
- An achievement
 - A projective
 - A self-report inventory
 - A psychological aptitude

ANS: b REF: 66
OBJ: 32 KEY: Factual DIF: Moderate

107. Which of the following is NOT a projective test?
- Rorschach test
 - Thematic Apperception Test
 - NEO Personality Inventory
 - All of these are projective tests.

ANS: c REF: 66 NOT: New
OBJ: 32 KEY: Factual DIF: Difficult

108. Personality testing conducted on the Internet
- allows the collection of additional data compared to paper-and-pencil testing.
 - helps reach more isolated clients.
 - costs less than paper-and-pencil testing.
 - all of these.

ANS: d REF: 67 NOT: New
OBJ: 33 KEY: Factual DIF: Moderate

109. Online personality assessments
- require special precautions regarding the identity of the respondent.
 - are closely regulated for empirical basis.
 - are more reliable than pencil-and-paper testing.
 - all of these.

ANS: a REF: 67 NOT: New
OBJ: 33 KEY: Factual DIF: Difficult

MULTIPLE CHOICE QUESTIONS FROM STUDY GUIDE

1. Which of the following is NOT one of the "Big Five" personality traits in the five-factor model of personality?
- Consistency
 - Neuroticism
 - Agreeableness
 - Conscientiousness

ANS: a REF: 33-34 NOT: New
OBJ: 2 KEY: Factual DIF: Easy

2. Most of Sigmund Freud's contemporaries were uncomfortable with his theory of personality because he suggested that
- unconscious forces govern our behavior.
 - childhood experiences strongly determine adult personality.
 - our personalities are shaped by how we cope with our sexual urges.
 - all of these.

ANS: d REF: 36 NOT: New
OBJ: 4 KEY: Conceptual DIF: Moderate

3. According to Adler, the foremost human drive is a striving for
- sexuality.
 - aggression.
 - superiority.
 - self-actualization.

ANS: c REF: 42 NOT: New
OBJ: 9 KEY: Factual DIF: Moderate

4. Which of the following behaviors is most likely to be acquired through classical conditioning?
- Phobia
 - Study habits
 - Driving a car
 - Playing tennis

ANS: a REF: 45 NOT: New
OBJ: 11 KEY: Conceptual DIF: Moderate

5. Which of the following concepts is least likely to be emphasized in a strict behavioral view of personality?
- Response
 - Stimulus
 - Cognition
 - Consequences

ANS: c REF: 48 NOT: New
OBJ: 13 KEY: Conceptual DIF: Difficult

6. According to Carl Rogers, which of the following is likely to be the main cause of troublesome anxiety?
- a. Childhood trauma
 - b. Unconscious sexual urges
 - c. The inability to achieve self-actualization
 - d. Experiences that threaten one's self-concept

ANS: d REF: 52 NOT: New
OBJ: 16 KEY: Factual DIF: Moderate

7. Abraham Maslow argued that humans have an innate drive toward
- a. superiority.
 - b. personal growth.
 - c. Oedipal resolution.
 - d. reproductive fitness.

ANS: b REF: 53 NOT: New
OBJ: 17 KEY: Factual DIF: Moderate

8. Hans Eysenck is most closely associated with which of the following theoretical orientations?
- a. Psychodynamic
 - b. Behavioral
 - c. Humanistic
 - d. Biological

ANS: d REF: 56 NOT: New
OBJ: 19 KEY: Factual DIF: Easy

9. According to terror management theory, which of the following helps humans reconcile their self-preservation instinct with the notion that death is inevitable?
- a. A cultural worldview
 - b. Striving for self-actualization
 - c. The use of defense mechanisms
 - d. The acquisition of material goods

ANS: a REF: 61 NOT: New
OBJ: 25 KEY: Conceptual DIF: Moderate

10. Suppose an individual takes an intelligence test on two separate occasions, three years apart. The fact that the two scores are nearly identical is a good indication that the test is
- a. valid.
 - b. reliable.
 - c. normalized.
 - d. standardized.

ANS: b REF: 66 NOT: New
OBJ: 32 KEY: Conceptual DIF: Moderate

TRUE/FALSE

1. Factor analysis allowed Cattell to reduce 171 personality traits to the Big Five.

ANS: false REF: 33
OBJ: 1 KEY: Factual DIF: Moderate

2. McCrae and Costa maintain that personality can be described adequately by measuring the five basic traits that they have identified.

ANS: true REF: 33 NOT: New
OBJ: 2 KEY: Factual DIF: Easy

3. The id engages in primary process thinking, while the ego engages in secondary process thinking.

ANS: true REF: 36
OBJ: 4 KEY: Factual DIF: Difficult

4. Defense mechanisms are largely unconscious reactions that protect a person from painful emotions.

ANS: true REF: 38
OBJ: 6 KEY: Factual DIF: Easy

5. Freud asserted that the foundation for an individual's personality is laid down by 12 years of age.

ANS: false REF: 39
OBJ: 7 KEY: Factual DIF: Moderate

6. Dominant themes in cultural art represented by images of nurturing mothers and protective fathers are examples of Jung's conceptualization of archetypes.

ANS: true REF: 42
OBJ: 8 KEY: Conceptual DIF: Moderate

7. Many critics have argued that humanistic theories of personality harbor a bias against women.

ANS: false REF: 43
OBJ: 10 KEY: Factual DIF: Moderate

8. Punishment can be found outside of the home and classroom in other social situations.

ANS: true REF: 48
OBJ: 12 KEY: Conceptual DIF: Moderate

9. Bandura theorized that we can learn by watching others who model behavior for us.

ANS: true REF: 48
OBJ: 13 KEY: Conceptual DIF: Easy

10. Many critics have argued that behavioral theories have relied too heavily on animal research.

ANS: true REF: 50
OBJ: 14 KEY: Factual DIF: Easy

SHORT ANSWER

1. Identify and briefly describe the "Big Five" personality traits.

ANS: Answer not provided REF: 33-34 OBJ: 2

2. Identify and briefly describe three different defense mechanisms, and give an example of each.

ANS: Answer not provided REF: 38-39 OBJ: 6

3. Compare and contrast the psychodynamic theories of personality proposed by Freud, Jung, and Adler. What are the main differences and similarities?

ANS: Answer not provided REF: 35-43 OBJ: 4, 5, 6, 7, 8, 9, and 10

4. Describe one instance of the influence of classical conditioning that occurs in everyday life.

ANS: Answer not provided REF: 45-46 OBJ: 11

5. Distinguish between positive and negative reinforcement, and give an example of each.

ANS: Answer not provided REF: 46-47 OBJ: 12

6. Distinguish between negative reinforcement and punishment, and include examples of each.

ANS: Answer not provided REF: 47-48 NOT: New OBJ: 12

7. Explain how social cognitive theory incorporates cognitive concepts.

ANS: Answer not provided REF: 49 OBJ: 13

8. Explain how the notion of self-concept figures in the development of personality according to Carl Rogers.

ANS: Answer not provided REF: 51 OBJ: 16

9. What are the main contributions and criticisms of humanistic theories of personality?

ANS: Answer not provided REF: 54-55 OBJ: 18

10. Discuss the relative strengths and weaknesses of self-report inventories and projective techniques for assessing personality.

ANS: Answer not provided REF: 65-67 OBJ: 31 and 32